J.P. PRINTERS SDN. BHD. (289031-X)

CODE OF CONDUCT

In line with the Global Manufacturing Principles, the management hereby would like to announce and obliged to adhere to the Code of Conduct responsibilities as follows:

1. **Prohibiting of Discrimination**
   No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, disability, ethnic and national origin, nationality, membership in workers organizations including unions, political affiliation, sexual orientation or any other personal characteristics.

2. **Wages and Compensation**
   Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Deduction from wages as a disciplinary measure is forbidden.

3. **Working Hours**
   The company shall comply with applicable national laws and industry standards on working hours. Overtime should be worked on a voluntary basis.

4. **Workplace Health and Safety**
   A clear set of regulations and procedures must be established and followed regarding occupational health and safety, especially the provision and use of personnel protective equipment, clean toilets and access to potable water. In particular, young workers shall notbe exposed to hazardous, unsafe or unhealthy situations.

5. **Prohibition of Child Labour**
   Child labour is forbidden as defined by national law.

6. **Prohibition of Forced Labour**
   Workers should be voluntary employed and free to leave factory site once shift ends. Workers are not required to lodge "deposits" or their identity papers with the management.

7. **Freedom Of Association And The Right To collective Bargaining Are Respected.**
   The right of all personnel to form and join trade unions of their choice and to bargain collectively shall be respected.

8. **Environment and Safety Issues**
   Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

9. **Prison Labor**
Use of Prison labor is forbidden.

10. **Disciplinary Practices**
There shall be no form of mental and physical abuse, corporal punishment and physical coercion.

Approved by: .....

Mr. Lim Teong Hor
(Managing Director)

Date: 18th April 2022